

# INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY M.S.

## Program Learning Outcomes

Graduates of the *Organizational Psychology* program will develop advanced competencies in organizational practice and will be able to:

- 1. Knowledge of Human Behavior.** Apply fundamental knowledge of psychology to understanding of human behavior in organizations.
- 2. Data, Critical Thinking, and Decisions.** Apply graduate level research, critical thinking, and data analysis skills to organizational structures and development.
- 3. Core Organizational and People Operations Competencies.** Create and implement strategic frameworks in organizational personnel domains, which include (1) talent management; (2) talent development; and (3) leadership development.
- 4. Organizational Strategy and Decisions Proficiency.** Demonstrate and apply knowledge in personnel domains, which include (1) ethical, legal, and professional contexts; (2) job and task analysis; (3) employee assessments; (4) performance appraisal; and (5) connection to business acumen.
- 5. Organizational Consulting and Decisions Proficiency.** Demonstrate and apply knowledge in organizational psychology domains, which include (1) work motivation; (2) leadership; (3) team dynamics; (4) attitudes; (5) organizational change and development.
- 6. Integration of Faith and Learning.** Integrate learning with personal faith walk.
- 7. Communication.** Demonstrate oral communication skills appropriate for organizational professionals.
- 8. Cultural Competency.** Apply understanding of cultural dynamics to local and global organizational contexts.

## Requirements

Code	Title	Units
<b>Course Requirements</b>		
PSOG-505	Intro to Psychology and Behavior in Org In Organizations	3
PSOG-516 & 516L	Organizational Research & Analytics and Organizational Research & Analytics Lab	5
PSOG-520	Organizational Psychology Mentoring	1
PSOG-530 & 530L	Talent Assessments and Talent Assessments Lab	5
PSOG-620 & 620L	Talent Management and Talent Management Practicum	5
PSOG-630 & 630L	Talent Development and Talent Development Practicum	5
PSOG-640 & 640L	Leadership Development and Leadership Development Practicum	5
PSOG-651 or PSOG-652	Applied Experience Project or Applied Industry Project	3

PSOG-656	Organizational Consulting	3
PSOG-657	Talent Strategy	3
PSOG-730	Creating Healthy Organizations Conf.	2
<b>Total Units</b>		<b>40</b>

Code	Title	Units
<b>Optional, Additional Course Offerings</b>		
PSOG-720	Professional Development Workshops (course credit for 2022 teach out only)	0
PSOG-600	Future Vocational Support	0
PSOG-799	Continued Reg: Master's Study (by program director approval)	1
PSOG-680	Independent Study: (by program director approval)	1-4

## Sample Curriculum Plan

**Disclaimer:** This *sample Multi-Year Plan* is provided as a guide for the recommended sequencing of courses. It is the student's responsibility to confirm with the department the course rotation before enrolling in courses. If applicable, please note the footnotes at the bottom of the page for additional information related to courses listed in a particular year and term. Questions, contact the Graduate Program for Organizational Psychology.

Course	Title	Units
<b>Year 1 Term 1</b>		
PSOG-505	Intro to Psychology and Behavior in Org In Organizations	3
PSOG-656	Organizational Consulting	3
PSOG-530	Talent Assessments	3
PSOG-530L	Talent Assessments Lab	2
<b>Units</b>		<b>11</b>
<b>Year 1 Term 2</b>		
PSOG-516	Organizational Research & Analytics	3
PSOG-516L	Organizational Research & Analytics Lab	2
PSOG-620	Talent Management	4
PSOG-620L	Talent Management Practicum	1
<b>Units</b>		<b>10</b>
<b>Year 1 Term 3</b>		
PSOG-630	Talent Development	4
PSOG-630L	Talent Development Practicum	1
PSOG-730	Creating Healthy Organizations Conf.	2
PSOG-640	Leadership Development	4
PSOG-640L	Leadership Development Practicum	1
<b>Units</b>		<b>12</b>
<b>Year 2 Term 1</b>		
PSOG-520	Organizational Psychology Mentoring	1
PSOG-657	Talent Strategy	3
PSOG-651	Applied Experience Project	3
<b>Units</b>		<b>7</b>
<b>Total Units</b>		<b>40</b>

